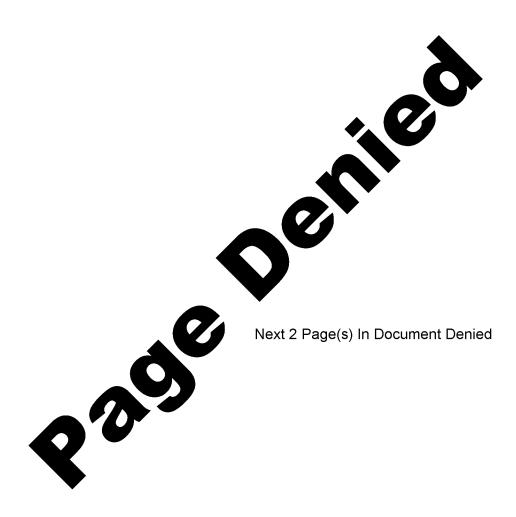
DDA

Some comments re the paper on SIS Pay.

- 1. Retention of current SIS Pay Schedule simply extends current pay discrepancies;
- 2. Since when do employees have to solve an Agency wide management problem (election to GS option); I thought the ExCom was supposed to do that.
- 3. If an individual were to select the option to return to the GS scale, he/she would be considered lacking in interest in career prograssion, etc.
- 4. We have made irrevocable decisions in the past which continue to haunt us, i.e. Bonuses to be provided to 50% of the SIS Corps; how many SIS personnel have had sabbaticals?; recently imposed penalty re COLA for early retirement under CIARDS; etc.
- 5. O/P choses to ignore what the rest of Government is doing (placing the major of SIS folks at the 3 level);
- 6. Option concerning Within Grade Steps is contradictory to the bonus system; we can't have both what not consider Within Grade Steps in place of the bonuses????
- 7. There is not sufficient differentiaton in OGC's suggested pay scale, only \$571, but at least it shows some immagination.
- 8. To elevate everyone to the SIS-3 level distorts the system and says that the responsibilities and these three levels are equal this is not valid per MMCD et al.
- 9. I would think that most folks would favor your recommendation, i.e. \$1,000 spread, as being most fair and equitable.
- 10. We say that people are indeed our most important resource the O/P suggestion obviously pay only lip service to this fact when dollars are on the line.....

Jh



Pay Totals	Step 2	Step 3	Step 4	Step 5
67,200				
66,200	66,300	66,400	66,500	66,600
65,200	65,300	65,400	65,500	65,600
64,357200	64,457	64,557	64,657	64,757
63, 78 6200	63,886	63, 996	64,096	46,196
63,215 200	63,315	63,415	63,515	63,616
	67,200 66,200 - 65,200 64,357200 63,786200	67,200 66,200 66,300 65,200 65,300 64,357200 64,457 63,786200 63,886	67,200 66,200 66,300 66,400 65,200 65,300 65,400 64,357200 64,457 64,557 63,786800 63,886 63,996	67,200 66,200 66,300 66,400 66,500 65,200 65,300 65,400 65,500 64,357200 64,457 64,557 64,657 63,786200 63,886 63,996 64,096

SIS/SES	Gov't % (OPM Source)	Agency %
1	(9%	20.0%
2	18% ((9%	45.0% 2/3 of SIS
3	17%) 2/3 of SES	Membership 22.0%
4) membership 50%)	12.0%
5	11%	.1%
6	3%	.2%

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